

Leadership Feedback – FAQ

FAQ - To you giving feedback to your manager

I don't understand why I am supposed to give feedback in this rigid way? I want to feedback on other stuff than this.

This is a way to focus your feedback on the most critical aspects of leadership effectiveness. There is nothing stopping you from having feedback discussions on other areas, either by using the free text fields or in the team.

Will I be held accountable for giving my manager negative feedback? I am not used to criticize my manager in this way.

This tool is not built to criticize, its build to simplify and focus the feedback process on leadership. That means giving both positive and constructive feedback to guide and help the leader and organization to become more effective. You are accountable for giving feedback in a professional way, your leader is accountable for receiving the feedback in a professional way. Giving feedback, in any shape or form, is hard. So it's not strange that it can feel a bit hard, especially in the beginning. But the tool and the way feedback is given helps you both to focus and to give even constructive feedback in an actionable way!

Can my manager see what I have given in terms of scores?

No, in terms of scores they are presented as averages from the team. Obviously, if you are the only one giving feedback then those scores will be based on your ratings only.

What is in it for me?

It gives you a possibility to make “your voice heard” and at the same time give your team, your leader and ultimately your organization a competitive edge. There is a broad consensus about feedback being a crucial component in group and organizational development. Giving feedback is however a difficult task. Leadership feedback helps your team, yourself, and your leaders structuring the feedback process and relating it to performance and culture, making the opportunity as valuable as possible.